

# **Threat Assessment & Mgt. Briefing**

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**Jay Callan**

**George Ginovsky**

**George Mason University**

# Threats

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- ☐ HAZMAT
  - ☐ Fire
  - ☐ Extreme Weather
  - ☐ Terrorism
  - ☐ PEOPLE
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# Organized Approach Needed

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- ☐ Consistent
- ☐ Documented

# Why needed?

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- ❑ Best strategy for addressing workplace violence is prevention
  - ❑ Goals
    - Identify and manage potential threats.
    - Address staff concerns
  - ❑ Potential threat situations
    - Faculty/Staff
    - Students
    - Domestic related outsiders
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# Best Practice

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- ☐ **Multidisciplinary approach**
    - **One unit cannot do an effective job**
  - ☐ **Involve all stakeholders**
  - ☐ **Ensure effective communication**
  - ☐ **Assess SITUATION, not just individual**
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# Assessing Situation is Key

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- ❑ Situations and Threats should be evaluated in context
  - ❑ Assessments are dynamic, not static
  - ❑ Snapshot in time
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# Case Study I

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- ☐ Letter mailed to administrator threatening the recipient with death.
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# Case Study I

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- ☐ Person making threat has a long history of violent criminal behavior
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# Case Study I

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- ☐ Person making threat is known to be very proficient with firearms
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# Case Study I

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- ☐ Person making threat is doing life without parole in a maximum security prison in California
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# Case Study II

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- ☐ Coworkers find subject difficult to deal with.
  - ☐ Performance and disciplinary problems at work lead to notification of termination.
  - ☐ Subject fascinated by media reports of school shootings, assassination attempts, etc.
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# Case Study II

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- ☐ **Scriptwriter**
  - ☐ **Collects slights and grievances**
  - ☐ **Attributes problems to the actions of others**
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# Case Study II

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- ☐ Wife leaves him and is divorcing him.
  - ☐ Expresses thoughts of “giving up” and “getting even”.
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# Case Study II

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- ☐ Purchase of firearm
  - ☐ Evidence of alcohol abuse
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# Case Study

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- ☐ Drops out of termination appeal process.
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# Case Study II

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☐ What is this a recipe for?

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# Information needed for assessment?

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- ❑ If threat is communicated
    - Nature
    - Exact Wording
    - Context
  - ❑ Subject Information
    - Social Status
    - History of Abusive Behavior
    - Criminal History
    - Employment History
    - Mental Health Problems
    - History of weapons ownership/use/fascination
    - Fascination with high profile events
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# Sources of Information

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- ☐ Found through investigation
  - ☐ Does not always require an interview with subject
  - ☐ Only legitimate sources used
  - ☐ Privacy rules and laws followed
  - ☐ Privacy of subject honored
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# Management of situation where threat has been identified

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- ☐ No set procedure
  - ☐ Art rather than Science
  - ☐ Multidisciplinary approach important
  - ☐ Case by case
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# deBecker model

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- ☐ evaluates situation
  - ☐ dynamic, not static
  - ☐ backed by experience and research
  - ☐ brings consistency to each assessment
  - ☐ provides documentation of assessment
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# MOSAIC

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- ☐ computer model used to support assessment
  - ☐ compares situation being evaluated to known outcomes in other cases
  - ☐ incorporates expert experience and research
  - ☐ not a prediction
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# The End

